

GREAT
MANAGER
INSTITUTE™

*Lifetime Digital Coach & Profiler
for People Managers*

Sample Company– Employee Comments Analysis

The following open-ended questions were asked...

	Positive	Suggestion seeking
Organization Focus	Is there anything unique or unusual about this organization that makes it a great place to work? Please give specific examples.	If you could change one thing about this company to make it a better place to work, what would it be?
Manager Focus	What is your manager doing well in enabling you to give your personal best at work? Please explain with specific examples.	What can your manager do better to enable you to give your personal best at work? Please explain with specific examples.

Is there anything unique or unusual about this organization that makes it a great place to work? Please give specific examples.

Females:

- Work Life Balance
- Friendly Environment for Work
- Strong Work Culture
- Company Management

Males:

- Good Work
- Employee Management (Practices)
- Strong Work Culture
- Employee Care

What is your manager doing well in enabling you to give your personal best at work? Please explain with specific examples.

Females:

- Manager Gives Time
- Manager is a Giver (Inspires)
- Manager Helps (Develops)
- Good Work Opportunity

Males:

- Manager is a Giver (Inspires)
- Freedom of Work
- Manager Helps (Develops)
- Manager Supports in work (Develops)
- Decision Taker

If you could change one thing about this company to make it a better place to work, what would it be?

Females:

- Working Hours
- Support Function
- Better Work
- Work from Home
- Team Members

Males:

- Focus on Employee Needs
- Employee Salary
- HR relation with Employees
- Employee Level Practices

What can your manager do better to enable you to give your personal best at work? Please explain with specific examples.

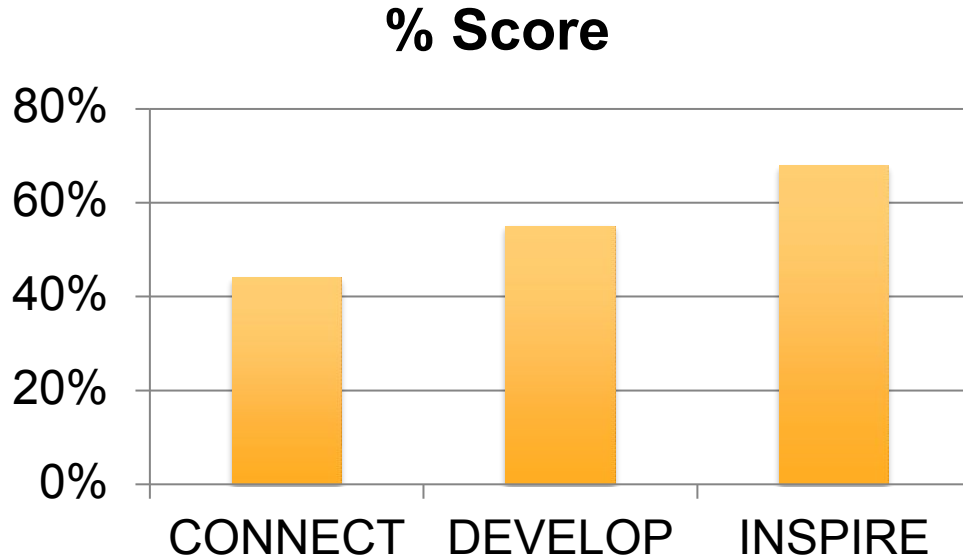
Females:

- Work given by Manager
- Support Function
- Bills & Reimbursements (Process and/or Time)
- Accountability of Profits
- Retail Hours

Males:

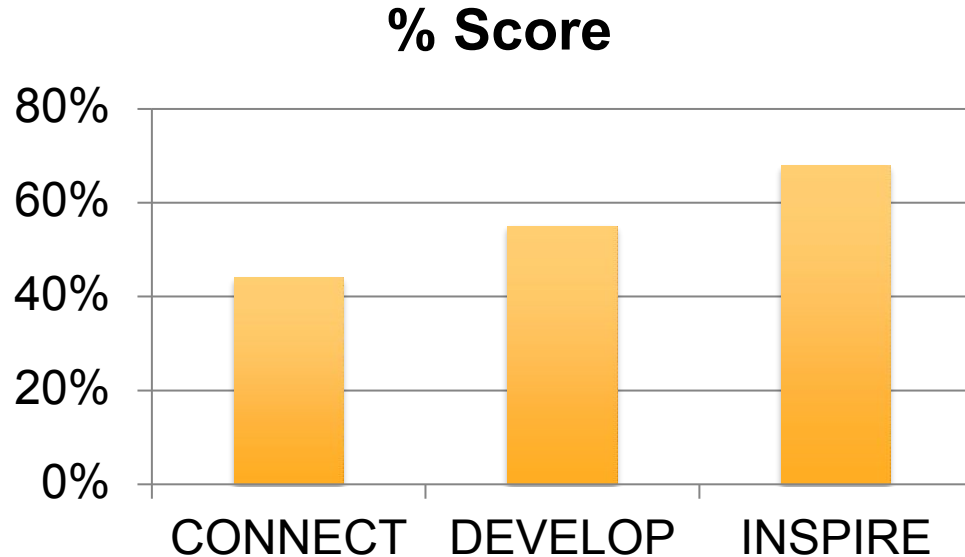
- Manager Connect with Staff
- Manager Understanding
- Departmental Work
- Manager Level Practices
- Performance Ratings

Overall Company Score with respect to Connect, Develop, Inspire © Framework for People Managers



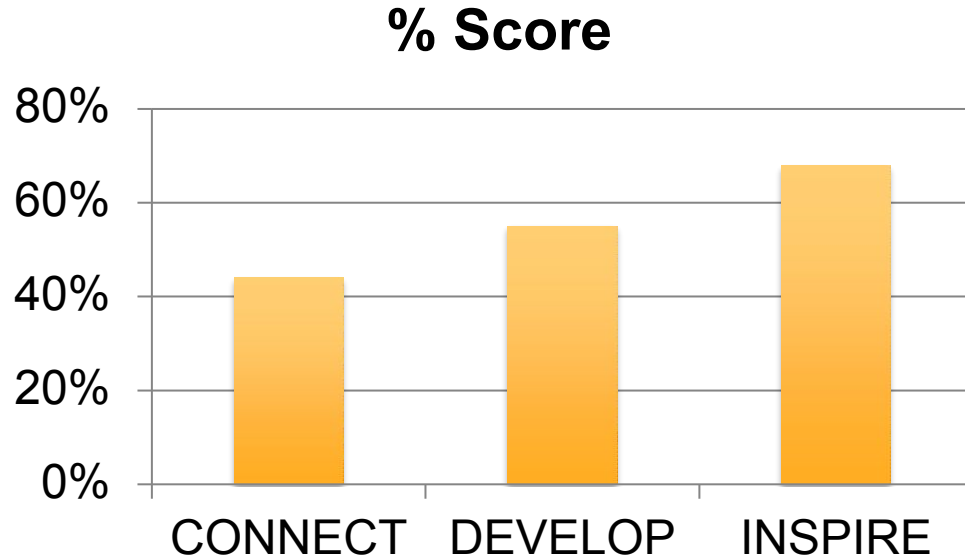
- Managers need to do much more to Connect with their subordinates. They need to communicate better.
- Managers are doing a good job of Inspiring- they recognize, celebrate and give time.
- Managers should focus more on understanding and developing their subordinates.

Demography-1 Wise Score with respect to Connect, Develop, Inspire © Framework for People Managers



- Managers need to do much more to Connect with their subordinates. They need to communicate better.
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Demography-2 Wise Score with respect to Connect, Develop, Inspire © Framework for People Managers



- Managers need to do much more to Connect with their subordinates. They need to communicate better.
- Managers are doing a good job of Inspiring- they recognize, celebrate and give time.
- Managers should focus more on understanding and developing their subordinates.

Following Tools and Methods were used

- We have a proprietary tool called “Opinion Behavior Mapping and Analytics”. It is able to read and understand comments, and give action points based on the same, as defined by our Framework.
- The above mentioned Tool also uses an in-built proprietary Dictionary mapping words to themes in our framework.
- The above mentioned Tool also uses certain open source Libraries to ensure proper cleaning of data and context creation through grouping of words.
- Raw Outputs from the Tool are then studied and audited manually before presenting the final reports.
- **Multiple demographics can be chosen to create various reports and corresponding recommendations (tenure, gender, designation, age, division).**

THANK YOU!